

**COMMUNITY LEGAL SERVICES, INC.**  
**ATTORNEYS FEES - SCHEDULE OF HOURLY RATES**  
**Effective April 1 2006**

| <b>CATEGORY</b>   | <b>RANGE OF HOURLY RATES</b> |
|---|------------------------------|
| Attorneys with post-law school experience under 2 years | \$150-170                    |
| Attorneys with 2-5 years' experience                    | \$160-200                    |
| Attorneys with 6-10 years' experience                   | \$200-230                    |
| Attorneys with 11-15 years' experience                  | \$240-300                    |
| Attorneys with 16-20 years' experience                  | \$275-\$315                  |
| Attorneys with 21-25 years' experience                  | \$290-\$330                  |
| Attorneys with more than 25 years' experience           | \$325-410                    |
| Law Students  | \$70-\$120                   |
| Paralegals I and II                                     | \$70 - \$90                  |
| Senior and Supervisory Paralegals                       | \$90-\$120                   |

\*These rates do not reflect any adjustment for contingency, and are based on Philadelphia law firm market survey data.

A-1



November 6, 1996

FIELD(Name)  
FIELD(Firm)  
FIELD(Address1)  
FIELD(Address2)  
FIELD(City)

Dear FIELD(Dear):

On behalf of Community Legal Services, Inc. (CLS), the Committee on CLS Attorneys' Fees and Altman Weil Pensa, Inc., we would like to extend our appreciation to your law firm for participating in development of Philadelphia benchmark data for lawyers and paralegals in litigation practice areas for CLS.

Attached to this letter is a copy of the report that went to CLS, absent the attachments (solicitation letter, instructions and questionnaire).

Again, we thank you for your assistance.

Sincerely,

James D. Cotterman

JDC/emm

Enclosure

cc: Committee on CLS Attorneys' Fees  
Harold I. Goodman  
Robert C. Heim  
Lorrie McKinley  
David Richman  
Suzanne E. Turner  
Stanley R. Wolfe  
Joanne Zack

## PHILADELPHIA LAW FIRM LITIGATION BILLING RATE SURVEY REPORT

Altman Weil Pensa, Inc., Community Legal Services, Inc., and the Committee on CLS Attorneys' Fees jointly participated in the development of the questionnaire and the solicitation of participants. Altman Weil Pensa conducted the study and prepared the findings.

The survey sought to determine the average and median billing rates by years of experience of litigation lawyers and paralegals in Philadelphia. A copy of the solicitation letter, instructions and questionnaire are appended to the report.

Questionnaires were sent to law firms with litigation practices, excluding personal injury and traditional insurance defense. The number of law firms in Philadelphia meeting those requirements are:

| <u>Size of firm</u> | <u>Number</u> | <u>Respondents</u> |
|---------------------|---------------|--------------------|
| Solos               | 71            | 6                  |
| 2-9 lawyers         | 156           | 17                 |
| 10-49 lawyers       | 76            | 10                 |
| 50-99 lawyers       | 13            | 1                  |
| 100 or more lawyers | <u>16</u>     | <u>6</u>           |
| Total               | 332           | 40                 |

The results of the survey are shown for lawyers by years of experience as measured from the earliest date of admission to practice. The Average billing rate is simply the arithmetic mean or the sum or total value of all observations divided by the number of observations. The Median billing rate is the middle or central number in a series of numbers arranged in order of value. There are equal numbers of smaller and larger observations.

### Participants in Litigation Practice Areas

| Number of Respondents |                                  |
|-----------------------|----------------------------------|
| 40                    | Total number of firms responding |
| 375                   | Partners/Shareholders            |
| 344                   | Associates                       |
| 16                    | Counsel/Of Counsel               |
| 122                   | Paralegals                       |

**Billing Rates**

Does your firm distinguish between litigation specialties in establishing hourly rates for individuals in a litigation practice?

**Lawyers**

| Percentage | No. of Respondents |             |
|------------|--------------------|-------------|
| 15.0       | 6                  | Yes         |
| 77.5       | 31                 | No          |
| 7.5        | 3                  | No response |

**Paralegals**

| Percentage | No. of Respondents |             |
|------------|--------------------|-------------|
| 2.5        | 1                  | Yes         |
| 75.0       | 30                 | No          |
| 22.5       | 9                  | No response |

**Hourly Rate Information****Paralegal Hourly Rates**

| Hourly Rate |                  |         |        |
|-------------|------------------|---------|--------|
| Status      | No. of Positions | Average | Median |
| Paralegal   | 122              | \$69    | \$65   |

**All Lawyers by Experience**

| Years of Experience | Hourly Rate      |         |        |
|---------------------|------------------|---------|--------|
|                     | No. of Positions | Average | Median |
| Under 2 Years       | 74               | \$113   | \$115  |
| 2 or 3 Years        | 94               | 137     | 140    |
| 4 or 5 Years        | 62               | 151     | 155    |
| 6 or 7 Years        | 56               | 169     | 180    |
| 8 to 10 Years       | 91               | 185     | 200    |
| 11 to 15 Years      | 116              | 206     | 205    |
| 16 to 20 Years      | 89               | 235     | 245    |
| 21 or More Years    | 144              | 265     | 275    |

**PARTICIPANTS WHO AGREED TO HAVE FIRM NAME  
INCLUDED IN LIST OF PARTICIPANTS FOR CLS SURVEY**

Armando A. Pandola, P.C.  
Anderson Greenfield & Dougherty Ltd.  
Connolly Epstein Chicco Foxman Engelmyer & Ewing, P.C.  
Cozen and O'Connor  
Dechert Price & Rhoads  
Dilworth, Paxson, Kalish & Kauffman, LLP  
Durant & Durant  
Freedman & Associates  
Hecker Brown Sherry and Johnson  
Jablon, Epstein, Wolf & Drucker, P.C.  
Jacoby Donner, P.C.  
Kohn, Swift & Graf, P.C.  
Elinore O'Neill Kolodner  
Gilda L. Kramer  
Law Offices of Benjamin G. Lipman  
Lovitz and Gold, P.C.  
Michael E. Markovitz  
Miller Dunham & Doering, P.C.  
Morgan, Lewis & Bockius LLP  
Neil A. Morris Associates, P.C.  
Palmer Biezup & Henderson  
Pepper, Hamilton & Scheetz  
Samuel and Ballard, P.C.  
Saul, Ewing, Remick & Saul  
Schnader Harrison Segal & Lewis  
Spear, Wilderman, Borish, Endy, Spear and Runckel  
Spector Gadon & Rosen, P.C.  
David V. Stivison  
Sugarman & Associates  
Synnestvedt & Lechner  
Teeters & Harvey  
Turner & McDonald, P.C.  
Weir & Partners  
Zaslow & Associates, P.C.

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# THE 2001 SURVEY OF LAW FIRM ECONOMICS METROPOLITAN AREA REPORT for PHILADELPHIA

Conducted by  
**ALTMAN WEIL, INC.**  
CONSULTANTS TO THE LEGAL PROFESSION

11 firms  
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METROPOLITAN AREA  
STANDARD HOURLY BILLING RATES--As of January 1, 2001  
BY YEAR ADMITTED TO BAR

Philadelphia, PA-NJ Metropolitan Area Analysis

| Year<br>Admitted | Number of<br>Offices | Number of<br>Lawyers | Average<br>\$ | RATE                    |              |                         |                       |    |
|------------------|----------------------|----------------------|---------------|-------------------------|--------------|-------------------------|-----------------------|----|
|                  |                      |                      |               | Lower<br>Quartile<br>\$ | Median<br>\$ | Upper<br>Quartile<br>\$ | Ninth<br>Decile<br>\$ |    |
| Before 1950      | 2                    | 2                    | --            | --                      | --           | --                      | --                    | -- |
| 1950 - 1954      | 3                    | 3                    | --            | --                      | --           | --                      | --                    | -- |
| 1955 - 1959      | 2                    | 3                    | --            | --                      | --           | --                      | --                    | -- |
| 1960 - 1964      | 5                    | 5                    | --            | --                      | --           | --                      | --                    | -- |
| 1965 - 1969      | 10                   | 23                   | 299           | 260                     | 330          | 350                     | 383                   | -- |
| 1970 - 1974      | 12                   | 31                   | 285           | 250                     | 275          | 335                     | 360                   | -- |
| 1975 - 1979      | 15                   | 37                   | 273           | 240                     | 290          | 320                     | 338                   | -- |
| 1980 - 1984      | 21                   | 58                   | 248           | 198                     | 265          | 310                     | 330                   | -- |
| 1985 - 1989      | 22                   | 83                   | 223           | 170                     | 225          | 265                     | 316                   | -- |
| 1990             | 9                    | 13                   | 248           | --                      | 245          | --                      | --                    | -- |
| 1991             | 13                   | 28                   | 201           | 128                     | 205          | 258                     | 285                   | -- |
| 1992             | 8                    | 19                   | 218           | 195                     | 250          | 265                     | 270                   | -- |
| 1993             | 14                   | 21                   | 193           | 170                     | 180          | 228                     | 251                   | -- |
| 1994             | 13                   | 18                   | 192           | 164                     | 180          | 215                     | 260                   | -- |
| 1995             | 12                   | 22                   | 169           | 139                     | 170          | 200                     | 210                   | -- |
| 1996             | 13                   | 26                   | 169           | 150                     | 173          | 186                     | 225                   | -- |
| 1997             | 16                   | 36                   | 154           | 128                     | 150          | 184                     | 215                   | -- |
| 1998             | 15                   | 37                   | 158           | 135                     | 160          | 178                     | 205                   | -- |
| 1999             | 14                   | 30                   | 153           | 125                     | 148          | 190                     | 190                   | -- |
| 2000             | 12                   | 28                   | 142           | 129                     | 140          | 173                     | 175                   | -- |